



# Facts About Sexual Harassment

Sexual harassment is a form of sex discrimination that violates Nevada state law and Title VII of the Civil Rights Act of 1964.

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct, explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.

Sexual harassment can occur in a variety of circumstances, including but not limited to the following:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, an agent of the employer, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or discharge of the victim.
- The harasser's conduct must be *unwelcome*.

It is helpful for the victim to directly inform the harasser that the conduct is unwelcome and must stop. The victim should use any employer complaint mechanism or grievance system available. Failure to report sexual harassment to the employer may limit the remedies available to the victim.

Persons who file a charge, oppose unlawful employment discrimination, participate in employment discrimination proceedings, or otherwise assert their rights under the laws enforced by the Commission are protected against retaliation.

When investigating allegations of sexual harassment, the Nevada Equal Rights Commission considers the circumstances, such as the nature of the sexual advances, and the context in which the alleged incidents occurred, and the severity and pervasiveness of the sexual conduct.

Prevention is the best tool to eliminate sexual harassment in the workplace. Employers are encouraged to take steps necessary to prevent sexual harassment

from occurring. They should clearly communicate to employees that sexual harassment will not be tolerated. They can do so by establishing an effective complaint or grievance process and taking immediate and appropriate action when an employee complains.

## If You Think You Have Been Sexually Harassed, Contact The Nevada Equal Rights Commission

Nevada Equal Rights Commission  
7220 Bermuda Road, Suite 100  
Las Vegas, NV 89119  
PH: (702) 486-7161  
Fax: (702) 486-7054

Nevada Equal Rights Commission  
1325 Corporate Blvd., Room 15  
Reno, NV 89502  
PH: (775) 823-6690  
Fax: (775) 688-1292

Or visit us on the Internet  
[www.detr.nv.gov/NERC](http://www.detr.nv.gov/NERC)

A complaint must be filed within 300 days of the date of the alleged discriminatory conduct.

You may also contact the federal Equal Employment Opportunity Commission (EEOC)  
at 1-800-669-4000 or on the Internet at [www.eeoc.gov](http://www.eeoc.gov)

An equal opportunity employer/program  
Auxiliary aids and services available upon  
request for individuals with disabilities  
TTY (775) 687-5353  
Relay 711 or (800) 326-6868